

**Special Meeting Minutes**  
**Committee on Equal Opportunities**  
**Council on Postsecondary Education**  
**January 6, 2009**

A special called meeting of the Committee on Equal Opportunities was held January 6, 2009, at the Council on Postsecondary Education, Frankfort, Kentucky. Chair Phyllis Maclin presided.

Roll Call

Members present: Phyllis Maclin, Chris Crumrine, Raoul Cunningham, John Johnson, Lisa F. Osborne, Carl Rollins, Wendell C. Thomas, Abraham A. Williams, David Welch, and Charles Whitehead.

Members absent: Jerome Bowles and Joseph Weis.

Approval of Minutes

The minutes of the December 4 meeting were approved with corrections.

Action: Diversity Plan  
Development: Action Plan

Recommendation: CEO staff recommended that the Action Plan for Diversity Plan development be approved and forwarded to the CPE for review and action.

Discussion: The Council asked the CEO to work in consultation with the institutions to create a plan of action to develop a diversity plan for the Commonwealth of Kentucky and report that plan of action at the January 16, 2009, meeting of the Council. In response to the directive the CEO, in collaboration with institution equal opportunity representatives, the conference of presidents, institution general counsels, and others, created an action plan to develop a statewide approach to diversity planning. The plan is:

**Major elements of the diversity plan:**

1. Introduction, Background, and History
2. Mission (Committee on Equal Opportunities)
3. Vision Statement
4. Core Beliefs and Values
5. Diversity Defined
6. "Discrimination" and "Preferential Treatment" Defined
7. Plan Oversight
8. Plan Objectives
9. Follow Up and Revisions

**Timeline and planned activities:**

- January 16, 2009 – Provide the Council an action plan for developing a statewide diversity plan; outline the steps of the process, including collaboration with constituents.
- May 21, 2009 – Present to CPE recommendations and a summary of major findings to support plan development.
- September 10, 2009 – Share with the CPE a draft diversity plan for public colleges and universities in the Commonwealth of Kentucky.
- November 5, 2009 – Share with the CPE a final draft of the statewide diversity plan for the Commonwealth of Kentucky.
- January 2010 – Submit to the CPE for its review and action the statewide diversity plan for public colleges and universities in Kentucky.

**Collaborators providing input for plan development (this list may be expanded):**

1. Conference of Presidents Advisory Group
2. Institution General Counsels
3. Institution Equal Opportunity Representatives
  - Regional Stewardship Advisory Groups
  - Chief Academic Officers
  - Student Advisory Councils (Chris Crumrine)
4. The Governor's Higher Education Work Group (College Access)
5. Executive Branch of Government
  - Governor's Office
- Legislative Branch of Government
- Adult Education Providers
- P-12 Kentucky Department of Education
- University Diversity Committees (Campus Environment Teams)
- Kentucky Education Professional Standards Board

**Other resources available to assist with plan development (this list may be expanded):**

- Kentucky State Data Center (UofL)
- Kentucky Human Rights Commission
- Civil Rights Organizations
  - State Conference NAACP
  - Kentucky Advisory Committee to the U.S. Commission on Civil Rights
  - The Urban League
- Kentucky Chamber of Commerce (Business Community)
- Kentucky Association of Blacks in Higher Education
- Organizations Representing Latino/Hispanic Interests

- Local/campus based organizations
- Regional organizations
- The Prichard Committee
- The U.S. Department of Education, Office for Civil Rights
- National Postsecondary Education Organizations
  - American Council on Education
  - College Board Diversity Collaborative
  - State Higher Education Executive Officers
  - National Association of State Land Grant Colleges and Universities
  - American Association of State Colleges and Universities

MOTION: Ms. Osborne moved that the committee adopt the action plan and forward it to the CPE for review and action. Mr. Rollins seconded the motion. VOTE: The motion passed.

#### General Information

The Committee was informed that Governor Beshear had received official notification from the U. S. Department of Education Office for Civil Rights that the Commonwealth is in compliance with Title VI of the 1964 Civil Rights Act relative to the specific commitments outlined in the partnership agreement. The Committee agreed to establish a committee to write a statement to be issued by the chair to explain what the action by OCR means and to outline the EEO process until a diversity plan is developed, adopted by CPE, and implemented. Ms. Maclin, Ms. Osborne, Mr. Johnson, Mr. Cunningham, and Mr. Thomas were named to the committee. The statement is attached to these minutes

MOTION: Ms. Osborne moved that the committee adopt the action plan and forward it to the CPE for review and action. Mr. Rollins seconded the motion. VOTE: The motion passed.

#### Adjournment

The meeting adjourned at 11:30 a.m.

## Committee on Equal Opportunities

### Statement on Office for Civil Rights Action

The Committee on Equal Opportunities is pleased to learn that the Governor has received notification from Assistant Secretary Stephanie Monroe, Office for Civil Rights of the United States Department of Education, that the Commonwealth is in compliance with Title VI of the 1964 Civil Rights Act, and the implementing regulation with respect to the issues addressed in the Agreement. We can take heart in the fact that this action acknowledges efforts in the Commonwealth over many years.

This status, of course, does not mean that we have accomplished all that we want and need to do to ensure access and success in postsecondary education, particularly for Kentucky's African-American community. Those efforts remain. The Committee notes that the new status has no impact on the "*Kentucky Plan*" which remains in effect until a new diversity plan is developed and implemented.

The Committee agrees with the Governor, "that the economic viability of the state and the quality of life for those who live here is unequivocally linked to the education level of our citizens. And yet, for too many Kentuckians, the door of opportunity remains closed, or is beyond reach." Thus, the work should be continued and the pace quickened.

*Statement developed by: Ms. Phyllis Maclin, Ms. Lisa Osborne, Mr. John Johnson, Mr. Raoul Cunningham, and Mr. Wendell Thomas.*